

DOT HUMAN CAPITAL IMPLEMENTATION PLAN: EXECUTIVE TREND ANALYSIS

STANDARD 3: Leadership and Knowledge Management (KM)

CRITICAL SUCCESS FACTOR: Leadership Planning and Implementation (SES, managers, and supervisors). The organization identifies leadership competencies, establishes objectives and strategies to address them, and defines performance expectations.

MEASURE: Cohesive and consistent succession planning is achieved through accurate workforce trend analysis.

MILESTONE	TARGET DATE	STATUS ¹	ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
		●-C ▼-OT ●-D		
Conduct an executive trend analysis to update FY 2001 retirement eligibility statistics	September 2002	●	September 2002	Denise Schossler and Randy Bergquist, M-10 BTS
Analyze data and prepare briefing for top leadership (e.g., ERRC; TELI Advisory Board)	November 2002	●	November 2002	Denise Schossler and Randy Bergquist, M-10
Conduct briefing for top leadership	December 2002	●	December 2002	Denise Schossler and Randy Bergquist, M-10
Incorporate executive trend analysis into DOT-wide succession planning efforts	January 2003			Randy Bergquist, M-10 Executive Resources Staff, M-10

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)